
Navigating: Responding to Microaggressions

Community Agreement/ Discussion of Brave Spaces

Community Agreements, Safe Spaces, and Brave Spaces

Agreements

- **1 Mic**- When one person speaks, others listen
- **EMPS**- We are all allowed to bring our emotional, mental, and physical self into this space
- **2 Before Me**- After sharing an initial thought on a topic, I agree to allow 2 others to speak before my next comment.
- **EMO**- When a conversation seems to be languishing, any member of the group may request EMO- Enough, Move On

Brave Spaces

- Allows two sides of a difficult story

Safe Spaces

- Allows for one side of a difficult story or two sides of an easy story
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Temperature Check
How are we feeling?

Turn and Talk

Have you ever experienced firsthand or observed an interaction between 2 people or groups that seemed to elicit some form of bias (whether implicit or explicit)?

Goals for the Training

What are the Goals of this Training?

- Definition of Microaggression
 - Definition of Metacommunication
 - Types of Microaggressions
 - Microinvalidation
 - Microinsults
 - Microassaults
 - Affects a variety of marginalized groups
 - Racialized group or ethnicity
 - Language-based
 - LGBTQ+
 - Ability
 - How to Address Microaggressions
 - Reflecting on our own experiences
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Microaggression

Definition: Commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults to people of color or other marginalized groups.

[What is microaggression](#)

Overview: The Three Types of Microaggressions

- **Three types of Microaggressions:**
 - **Microassaults:** Often conscious; “old-fashioned” discrimination.
 - **Microinvalidation:** Often unconscious; exclusion and dismissal of the recipient’s feelings, thoughts, and reality.
 - **Microinsults:** Often unconscious; demeaning messages about an aspect of a person’s identity.
 - **Definition of Metacommunication:** A secondary message that is conveyed whether intentionally or unintentionally that reveals bias.
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Bystander Interventions

***Pick the one that is E-M-P-Safe**

***Pick the one that matches your relationship with the target of the aggression**

***Pick the one that retains the person's dignity and agency**

Distract

- Strike up an off topic conversation. Make a loud noise to assert your presence.

Delegate

- Ask others to help intervene

Direct

- If you know the people involved, intervene directly

Document

- Record the incident and give it to the person involved for their use

Delay

- After the incident has concluded, ask if help is needed

How to Address Microaggressions

<u>Tactics</u>	<u>Examples</u>
<i>Express disagreement.</i>	<ul style="list-style-type: none">● "I don't agree with what you just said."● "That's not how I view it."
<i>Nonverbal communication.</i>	<ul style="list-style-type: none">● Shake your head● Walk away● Show shock
<i>Ask for clarification or more information.</i>	<ul style="list-style-type: none">● "Can you clarify what you meant by that?"
<i>Use an exclamation.</i>	<ul style="list-style-type: none">● "That is not ok!"

Scenario targeting LGBTQ+

A team of colleagues are preparing to collaborate. As they are getting ready to start, they are discussing their weekend and a woman shared that she spent the weekend with her wife out of town. Another colleague replied, “You don’t look gay.”

Metacommunication:

All LGBTQIA+ look a certain way.



Scenario targeting language-based marginalized groups

Someone new has just joined your group. This person is new to the country. You overhear a member of the group welcome them and also say “You speak really good English!”



Metacommunication:

Someone who is not from the United States must speak a different language, not know English well, and speak with an accent.

Scenario

African American male enters an elevator occupied by a White heterosexual couple. The woman appears anxious, moves to the other side of her partner, and clutches her purse tightly.



Metacommunication:

Black men are dangerous, potentially criminals, or up to no good

Scenario

Colleague makes the following statement about a new employee with a visible disability. "He only got the job because he's handicapped."



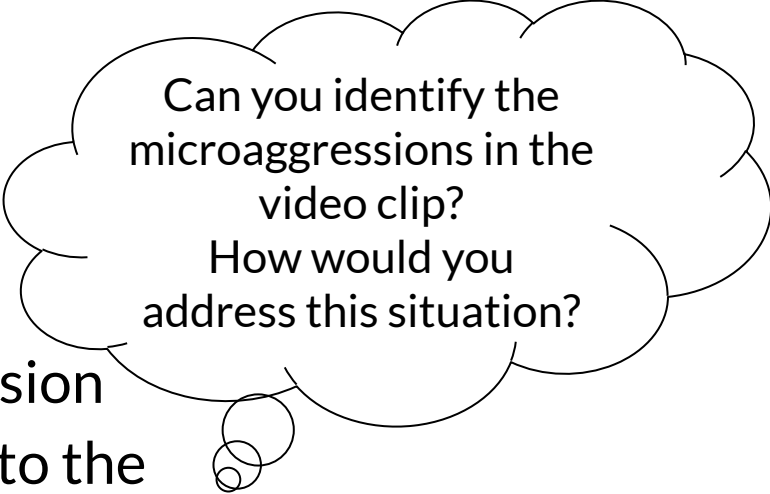
Metacommunication: *People who are differently-abled only receiving opportunities through special accommodations rather than through their own capabilities or merit.*

Reflection

Time to Reflect

Time to reflect!

- Let's watch the video
- As you watch, identify the microaggression and reflect on how you would respond to the situation.



Can you identify the microaggressions in the video clip?
How would you address this situation?

[The Look Video](#)

Next Steps

How would you respond to this Microaggression?

Based on what you have learned in this training, take the time to reflect and consider how will you respond to microaggressions in:

1. Your classroom
2. With parents
3. With a colleague
4. With family and friends

What steps would you take to redirect and educate others about inclusion. If you feel comfortable, please share your next steps with a partner.

Is it a Microaggression?

Ask yourself:

1. Am I making fun of someone's race, ethnicity, cultural traditions, gender, sex, and/or sexual orientation? *If so, don't say it.*
2. Would I make the same comment about a different identity or cultural group of which I know a lot about their cultural norms? *If not, don't say it. (Note: If it is not your group, no matter how well you know members from another group, best to not say it.)*
3. Would a person, their living descendants, or their parents possibly take offense at how I am describing them? *If so, don't say it.*
4. Were my ancestors (not you personally) responsible for the death or oppression of people from their identity or cultural group? *If so, don't say it.*
5. If none of the above is true, go ahead and share your reference, joke, or story. It probably is not going to be a microaggression.

Training Evaluation
